


Disability Focus - 2013

Because We Are EQUAL to the Task

National Disability Employment Awareness Month is a national campaign that raises awareness about disability employment issues and also celebrates the many contributions of America's workers with disabilities. The Office of State Human Resources - Division of EEO, Diversity and Inclusion continues its effort annually to provide helpful resources for our state agencies, universities and boards.

It is during the month of **October** of each year that we place special emphasis upon the employment of persons with disabilities, by reminding everyone that there is a vast pool of underutilized potential waiting to be tapped to make their contribution to the work of North Carolina State Government in serving its citizens. Governor McCrory has recently proclaimed October as "**Disability Employment Awareness Month**" in the State of North Carolina. [Double-click the icon to view the Proclamation: ]

As we continue to promote the employment of persons with disabilities, let us remember that this focus **is not limited to just one month** each year. The Office of State Human Resources - Division of EEO, Diversity and Inclusion may highlight this effort each year in October, but this is indeed an **ongoing concern and special emphasis** for the State of North Carolina, which deserves our attention year-round.

The Office of State Human Resources (OSHR) encourages hiring officials to engage in the active recruitment of persons with disabilities, and also consider how they might provide internships for others to gain necessary work experience for future job opportunities. The theme for 2013, selected by the U.S. Dept. of Labor's Office of Disability Employment Policy (ODEP), is "**Because We Are EQUAL to the Task.**" As the State of North Carolina also celebrates National Disability Employment Awareness Month, please take this opportunity to consider how your agency or university might get involved. You will find additional suggestions by visiting the U.S. Dept. of Labor's ODEP website at www.dol.gov/odep/. Please be sure to take a look at all of the resource materials found on OSHR's website, following this path:

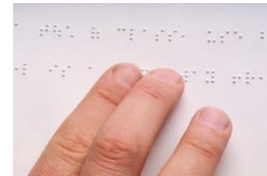
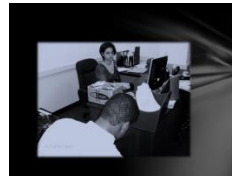
GUIDE : EEO, Diversity & Inclusion : Special Emphasis Projects : Disability Focus.

QUICK FACTS:

- **The average cost of an accommodation is less than \$500 and most accommodations cost nothing.**
[Source: Job Accommodation Network]
- **Nearly 42% of older adults (65+ years) have one or more disabilities.** [Source: U.S. Census Bureau]
- **Labor Force Participation:**
 - People **with** disabilities: **20.5%**
 - People **without** disabilities: **69.1%** [Source: U.S. Dept. of Labor/ODEP – Aug. 2013]
- **42% of working-age men and 31% of working-age women (21 to 64) are employed and have a disability.**
[Source: U.S. Census Bureau]
- **Unemployment Rate:**
 - People with disabilities: **14.1%**
 - People without disabilities: **7.1%** [Source: U.S. Dept. of Labor/ODEP – Aug. 2013]

National Disability Employment Awareness Month – What Can You Do?

- Consider conducting training to ensure your supervisors and managers understand their role in developing and supporting an inclusive workplace culture. Find ways to effectively and regularly reinforce that commitment to employees.
- Review and update your internal policies to ensure they convey a commitment to an inclusive workplace culture.
- Post positive messages throughout your agency or department, reinforcing your commitment to a disability-inclusive workforce. [Source: Dept. of Labor, Office of Disability Employment Policy]



Equal Employment Opportunity Commission Celebrates the 40th Anniversary of the Rehabilitation Act of 1973

It was 1973 when the Rehabilitation Act was passed. It took a lot of hard work and tenacity to push for equal access to the same rights and privileges for persons with disabilities that were enjoyed by persons without disabilities. The Equal Employment Opportunity Commission (EEOC) recently celebrated the **40th Anniversary** of this major legislation by taking a “*look back in time.*” We are providing for your viewing, a link to the **video** of the anniversary commemoration.

Embedded in this video, you will find the presentation, “**Lives Worth Living,**” a stirring documentary of the **evolution of the disability rights movement**, with live commentaries given by some of the actual persons who participated in fighting for the rights of persons with disabilities leading into the 1970s. The portion of the video with this presentation begins at 75:46 minutes into the video, and ends at the 99:40 minute marker (a total of 24 minutes). It will be worth your while to see this portion of the ceremony, if nothing more. Here’s the link:

http://www.eeoc.gov/eeoc/events/40th_anniversary_rehab_act_video.cfm.

Resources... for a better understanding of disabilities

A 2012 survey identifying the type of barriers faced by 656 organizations in employing and advancing persons with disabilities was conducted by the Society of Human Resource Management (SHRM), in collaboration with the Cornell University ILR Employment and Disability Institute. The survey findings indicated that the top three barriers were related to the Supervisors' (lack of) knowledge about **which accommodations to make** (23%), followed by **cost of accommodations** (18%); and finally, **attitudes and stereotypes** (16%).

The links to the following resources may be helpful in addressing some common misconceptions and possible concerns about employing people who have disabilities, and these links also will provide a number of suggestions for reasonable accommodations -- which may lessen or eliminate these barriers.

- For more information about the ADA/ADAAA, particularly as it relates to Employment (Title I):
http://www.ada.gov/ada_title_I.htm
- The ADA: Your Employment Rights as an Individual With a Disability:
<http://www1.eeoc.gov/facts/ada18.html>
- Job Applicants and the Americans with Disabilities Act:
<http://www1.eeoc.gov/facts/jobapplicant.html>
- Diabetes in the Workplace and the Americans with Disabilities Act (ADA):
<http://www.eeoc.gov/laws/types/diabetes.cfm>
- Cancer in the Workplace and the ADA:
<http://www.eeoc.gov/laws/types/cancer.cfm>
- NC Division of Vocational Rehabilitation Services
<http://www.ncdhhs.gov/dvrs/>
- Job Accommodation Network: Accommodation Ideas for People with Cancer
<http://askjan.org/media/canc.htm>

NOTE: Cancer and Diabetes are prevalent medical issues within today's workforce. Information regarding these disabilities may be found within the sites listed above.



Now, on the lighter side.....

Try your hand at the **WORD SEARCH activity**, which follows on the next page. Have fun as you search for words related to conversations you might have concerning disability matters.

WORD SEARCH: DISABILITY Matters

Directions: Look for the hidden **Key Words** shown at the bottom of this page.

N	Q	U	N	D	U	E	H	A	R	D	S	H	I	P
O	O	D	E	E	O	C	D	I	N	K	P	E	S	R
I	F	I	I	T	F	A	I	R	N	E	S	S	E	O
T	B	K	T	S	O	E	S	P	S	Q	I	S	G	T
A	A	D	A	A	A	T	C	I	O	U	L	E	A	E
T	G	H	C	P	D	B	R	E	L	I	L	N	M	C
I	R	Q	C	K	I	O	I	Y	U	T	E	T	A	T
L	C	U	E	H	D	O	M	L	T	Y	G	I	D	E
I	E	A	S	E	A	H	I	M	I	C	A	A	E	D
B	P	L	S	I	U	R	N	D	O	T	L	L	V	C
A	B	I	L	I	T	Y	A	E	N	C	Y	E	I	L
H	P	F	O	U	N	D	T	S	A	O	C	E	T	A
E	E	I	A	Y	R	C	I	V	S	X	B	A	I	S
R	R	E	F	I	L	R	O	J	A	M	E	S	N	S
C	F	D	H	A	C	K	N	H	U	T	E	O	U	W
U	O	D	Y	R	I	U	Q	N	I	L	A	N	P	G
A	R	E	S	P	O	N	S	I	B	I	L	I	T	Y
T	M	N	O	I	T	A	T	N	E	M	U	C	O	D

KEY WORDS:

Discrimination	Fairness
Equity	Essential (<i>Job Functions</i>)
Harassment	Disability
Ability	(<i>Reasonable</i>) Accommodation
ADAAA (<i>Americans with Disabilities Act Amendments Act</i>)	BFOQ (<i>Bona Fide Occupational Qualification</i>)
EEOC (<i>Equal Employment Opportunity Commission</i>)	Illegal
Rehabilitation	Major Life (<i>Activity</i>)
Documentation	Access
(<i>Disability-related</i>) Inquiry	Undue Hardship
Protected Class	Qualified
Responsibility	Perform
Punitive Damages	Solution



So... how well did **you** do? Was this too easy for you? ☺ The **ANSWERS** are shown below in **BOLD** letters – some answers overlap other words. If you are not familiar with these terms, you may want to consider enrolling in the Office of State Human Resources' Americans with Disabilities Act (ADA) class (1/2 day duration), and, if you also are a supervisor or manager, you should plan to enroll in an Equal Employment Opportunity Institute (EEOI) class (1 ½ days duration) at your earliest convenience. Here is the link to the OSHR *Guide for Training* (a list of available classes), so you can register for ADA or EEOI: <http://www.oshr.nc.gov/Develop/HRD/traincat/catalog.html>.

ANSWER KEY:

N	Q	U	N	D	U	E	H	A	R	D	S	H	I	P
O	O	D	E	E	O	C	D	I	N	K	P	E	S	R
I	F	I	I	T	F	A	I	R	N	E	S	S	E	O
T	B	K	T	S	O	E	S	P	S	Q	I	S	G	T
A	A	D	A	A	A	T	C	I	O	U	L	E	A	E
T	G	H	C	P	D	B	R	E	L	I	L	N	M	C
I	R	Q	C	K	I	O	I	Y	U	T	E	T	A	T
L	C	U	E	H	D	O	M	L	T	Y	G	I	D	E
I	E	A	S	E	A	H	I	M	I	C	A	A	E	D
B	P	L	S	I	U	R	N	D	O	T	L	L	V	C
A	B	I	L	I	T	Y	A	E	N	C	Y	E	I	L
H	P	F	O	U	N	D	T	S	A	O	C	E	T	A
E	E	I	A	Y	R	C	I	V	S	X	B	A	I	S
R	R	E	F	I	L	R	O	J	A	M	E	S	N	S
C	F	D	H	A	C	K	N	H	U	T	E	O	U	W
U	O	D	Y	R	I	U	Q	N	I	L	A	N	P	G
A	R	E	S	P	O	N	S	I	B	I	L	I	T	Y
T	M	N	O	I	T	A	T	N	E	M	U	C	O	D

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